BILL NO. S-91-07-01

SPECIAL ORDINANCE NO. S-188-91

AN ORDINANCE fixing the salaries of all members of the Police and Fire Departments of the City of Fort Wayne, Indiana for the year 1992.

WHEREAS, the Mayor and the Common Council of the City of Fort Wayne, Indiana have, according to the powers outlined in IC 36-8-3-3-(d), assigned to all members of the Police and Fire Departments of the City of Fort Wayne a Labor Grade under the City Classification System established by Ordinance No. S-34-73 as subsequently modified and improved, which grades should accurately reflect the duties and responsibilities of said employees, and

WHEREAS, the Mayor of the City of Fort Wayne has recommended a maximum salary level for each labor grade in a systematic way, and

WHEREAS, the Common Council must assure that salaries reflect the duties and responsibilities assigned to each employee, and to be certain that such salaries are fair and equitable, and

WHEREAS, the funds of such salaries are to be provided by the 1992 City Budget operating funds and other sources as may be specified by the Common Council.

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:

SECTION 1. That all members of the Police and Fire Departments of the City of Fort Wayne, shall be classified by the departments, titles and labor grades herein designated, and that no changes be made in any labor grade without the specific approval of the Common Council except for those brought about by collective bargaining with authorized representatives of City employees in accordance with the existing collective bargaining agreements.

SECTION 2. That the following scale of Minimum and Maximum Salaries is hereby fixed and authorized as a scale for approved labor grades. It shall be the City's policy that no employee shall be paid below the minimum and the maximum will not be exceeded, except for approved shift differentials, approved longevity pay, approved overtime pay, approved technical skill pay, approved educational bonus or approved clothing allowance.

A. That the following fringe benefits are hereby approved for the year 1992 for the employees in the Fire Command:

FIRE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

- 25 year longevity bonus	$1,000/yr
- Hazardous Duty/Technical Pay	750/yr
- Educational Bonus (Associate Degree or higher - Fire Science Technology)	250/yr
- Clothing Allowance	$1,000/yr

B. That the following fringe benefits are hereby approved for the year 1992 for the employees in the Police Command:

POLICE COMMAND APPROVED SUPPLEMENTAL FRINGE BENEFITS

- Educational Bonus	
- Associate's Degree	$450/yr
- Bachelor's Degree	900/yr
- Master's Degree	1,350/yr
- Clothing Allowance	1,000/yr

SEE EXHIBIT "A" ATTACHED HERETO AND MADE A PART HEREOF IN ITS ENTIRETY

This scale, as reflected on Exhibit "A", is an attempt to maintain an orderly, consistent and competitive pay policy and is based upon the application of results of salary surveys. Actual adjustments in salaries within amounts fixed herein by Council will result from 1) any general increase to be specified subsequent to adoption of this Ordinance, and/or 2) any adjustment to the base pay for an individual's labor grade, and/or 3) progression to a level specified in an appproved

collective bargaining agreement between the City of Fort Wayne and a recognized representative organization.

SECTION 3. The following is a true and complete listing of all members of the Police and Fire Departments of the City of Fort Wayne salaried non-bargaining unit positions by Department, Position Title, and Labor Grade. It does not include those positions which are specified as part of a bargaining unit having a written economic agreement with the City negotiated by the Director of City Personnel and approved by Common Council.

LABOR GRADE	TITLE
POLICE CIVILIANS	
13	Public Safety Records Supervisor
13	Director, Victim's Asst.
11	Sr. Victim's Advocate
11	Administrative Assistant
10	Sr. Crime Analyst
9	Records Bureau Technician
9	Child Safety Educator
8	Crime Analyst
8	Victim's Advocate
6	Executive Secretary VI
POLICE COMMAND	
17	Chief of Police
16	Assistant Chief
15	Deputy Chief
13	Captain
FIRE COMMAND	
17	Fire Chief
16	Deputy Chief
15	Assistant Chief
13	District Chief
7	Executive Secretary VII

SECTION 4. Police and Fire employees, as indicated herein, participate in Collective Bargaining with the City for

economic conditions. Pursuant to State Statute such economic conditions must be approved by the Common Council. Such economic conditions include, but are not limited to, base pay and monetary fringe benefits. These matters will be negotiated by and between the City and the appropriate bargaining unit for the year 1992. Upon conclusion of such negotiations the appropriate Ordinances shall be submitted to the Common Council for approval.

Employees covered by recognized bargaining unit representatives (Unions) will receive a salary established by the Collective Bargaining process as long as this pay does not exceed the table of maximum salaries authorized in Section 2, above.

SECTION 5. In addition to the compensation for positions listed herein the City shall contribute 3% of employees' salary to the Public Employees Retirement Fund (PERF) except for those positions which are commonly referred to as Police and Fire Command.

SECTION 6. From and after the first day of January 1992, all members of the Police and Fire Departments of the City of Fort Wayne will be paid according to this, the above and following provisions of this ordinance, subject to budgetary limitations, collective bargaining agreements, future changes or amendments enacted by Common Council.

SECTION 7. That civilian employees in the Police and Fire Departments subject to this Ordinance will conform to the Official City Personnel Policies and Procedures relating to hiring, pay, and other related practices, approved by the Mayor and administered by the City's Personnel Department.

SECTION 8. If any section, clause, sentence, paragraph or part or provisions of this Ordinance be found invalid or void by a court of competent jurisdiction, it shall be conclusively presumed that this Ordinance would have passed by the Common Council without such invalid section, clauses, paragraph, part or provisions, and the remaining parts of the Ordinance will remain in effect.

SECTION 9. The Municipal Code of the City of Fort Wayne references, in codification form, salary ordinances previously adopted by the City Council for past years. Such salary ordinances have a duration of one year and thus, with the exception of the 1991 salary ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1, 1992, any conflict between the terms and conditions hereof and any previous ordinance shall be resolved in favor of this ordinance.

SECTION 10. Two copies of all attachments and Exhibits referred to in this Ordinance shall be kept on file with the City Clerk of Fort Wayne for the purpose of public inspection.

SECTION 11. This Ordinance shall be in full force and effect from and after its passage and approval by the Mayor.

Councilmember

APPROVED AS TO FORM
AND LEGALITY

J. Timothy McCaulay, City Attorney

EXHIBIT "A"

NEW SALARY RANGES - FOR 1992

LABOR GRADE	MINIMUM	MAXIMUM
1	$10,439	$14,611
2	11,745	16,437
3	13,049	18,264
4	14,355	20,093
5	15,658	21,918
6	16,964	23,743
7	18,268	25,570
8	19,573	27,396
9	20,843	29,223
10	22,183	31,049
11	23,487	32,876
12	24,793	35,249
13	26,099	36,530
14	27,402	38,352
15	28,708	40,179
16	31,662	44,314
17	35,222	49,311
18	39,094	54,716
19	43,436	60,795

Read the first time in full and on motion by Gia Quinta, seconded by Redd, and duly adopted, read the second time by title and referred to the Committee on Finance (and the City Plan Commission for recommendation) and Public Hearing to be held after due legal notice, at the Council Conference Room 128, City-County Building, Fort Wayne, Indiana, on _____, the _____, the _____ day of _____, 19____, at _____ o'clock _____.M., E.S.T.

DATED: 7-9-91.

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by Gia Quinta, seconded by Redd, and duly adopted, placed on its passage. PASSED ~~[illegible]~~ by the following vote:

	AYES	NAYS	ABSTAINED	ABSENT
TOTAL VOTES	9			
BRADBURY	✓			
BURNS	✓			
EDMONDS	✓			
GiaQUINTA	✓			
HENRY	✓			
LONG	✓			
REDD	✓			
SCHMIDT	✓			
TALARICO	✓			

DATED: 7-23-91.

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana, as ~~(ANNEXATION)~~ ~~(APPROPRIATION)~~ ~~(GENERAL)~~ (SPECIAL) ~~(ZONING MAP)~~ ORDINANCE ~~RESOLUTION~~ NO. S-188-91 on the 23rd day of July, 19 91.

ATTEST: Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

SEAL

Samuel J. Talarico
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 24th day of July, 19 91, at the hour of 11:30 o'clock A.M.,E.S.T.

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this 24th day of July, 19 91, at the hour of 2:15 o'clock P.M.,E.S.T.

Paul Helmke
PAUL HELMKE, MAYOR

Admn. Appr._____

DIGEST SHEET

TITLE OF ORDINANCE SPECIAL ORDINANCE

DEPARTMENT REQUESTING ORDINANCE DEPARTMENT OF SAFETY

SYNOPSIS OF ORDINANCE S-91-07-01

1.) SETS LABOR GRADES FOR NON-UNION POLICE AND FIRE POSITIONS.

2.) ESTABLISHES ADDITIONAL COMPENSATION TO BE PAID CERTAIN POLICE OFFICERS & FIRE FIGHTERS.

3.) AUTHORIZES EMPLOYER PAYMENT OF PERF CONTRIBUTIONS FOR CIVILIAN EMPLOYEES OF POLICE & FIRE DEPARTMENT.

EFFECT OF PASSAGE PUBLIC SAFETY COMPENSATION PACKAGE APPROVED

EFFECT OF NON-PASSAGE PUBLIC SAFETY COMPENSATION PACKAGE WILL REMAIN THE SAME AS 1991.

MONEY INVOLVED (DIRECT COSTS, EXPENDITURES, SAVINGS)_____

ASSIGNED TO COMMITTEE (PRESIDENT)_____

BILL NO. S-91 07-01

REPORT OF THE COMMITTEE ON FINANCE

MARK E. GiaQUINTA, CHAIRMAN
DONALD J. SCHMIDT, VICE CHAIRMAN
BRADBURY, REDD, BURNS

WE, YOUR COMMITTEE ON FINANCE TO WHOM WAS

REFERRED AN (ORDINANCE) (~~RESOLUTION~~) fixing the salaries of all members of the Police and Fire Departments of the City of Fort Wayne, Indiana for the year 1992

HAVE HAD SAID (ORDINANCE) (~~RESOLUTION~~) UNDER CONSIDERATION AND BEG LEAVE TO REPORT BACK TO THE COMMON COUNCIL THAT SAID (ORDINANCE) (~~RESOLUTION~~)

DO PASS	DO NOT PASS	ABSTAIN	NO REC
Mark E. GiaQuinta			
Charles Redd			
D. Schmidt			
Paul M. Burns			
J. J. Bradbury			

DATED: 7-23-91.

Sandra E. Kennedy
City Clerk